



THE COMMUNICATOR

Grant County Employee Newsletter

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Open Enrollment (November)

The County's Annual Open Enrollment period for insurance, flex, and AFLAC changes will be November 1st thru the 30th. All changes will be effective January 1st. Please watch for a special Open Enrollment edition of The Communicator that will be sent to you during the latter part of October and will contain all the information and forms you will need during Open Enrollment.

Tentative Visit Schedule

Platinum supplemental insurance — October 15th
Wisconsin Deferred Compensation — October 25th
Aflac supplemental insurance — October 30th and November 1st
Nationwide Deferred Compensation — November 1st



mark your calendar!

2013 Health Care FSA (Flex plan) Limit Change

While planning for your 2013 health care FSA flex budget, please take in to consideration the new federal law limiting the annual election, per employee, to a maximum of \$2,500. Watch for more information in the open enrollment newsletter.

Enhanced Woman Preventive Services begin January 1st! *(Article submitted by TRICOR)*

The Patient Protection and Affordable Care Act (PPACA) – also referred to as Health Care Reform – enacted new changes regarding preventive care services for women. **Preventive care services for women will be expanded and will be covered without cost-sharing** for Grant County Employees as of January 1, 2013. These services include:

- Screening for gestational diabetes
- Human Papillomavirus testing
- Counseling for sexually transmitted infections
- Counseling and screening for human immune-deficiency virus
- Contraceptive methods and counseling
- Breastfeeding support, supplies, and counseling
- Screening and counseling for interpersonal and domestic violence

For complete details contact your health insurance carrier at member services at the toll-free number listed on the back of your ID card.



IMPORTANT NOTICE: Regarding Vaccinations Given by the Health Department: October 1, 2012

Beginning October 1st vaccinations that are covered by health insurance (with the exception of the flu vaccine) will need to be obtained from your medical provider (instead of the County Health Department) because of Federal government changes. Children who are Medicaid eligible, uninsured, American Indian, Alaska Native, or underinsured, may continue to get their vaccinations through their local health department.

County employees and dependents on the County's health insurance plans can continue to get the flu shot from the Health Department. Please bring your insurance card with you.

If you have questions, please call your insurance company or the Grant County Health Department at 723-6416.



live well, work well

Health and wellness tips for your work, home and life—brought to you by the insurance specialists at TRICOR Insurance

Seasonal Flu Vaccine: Common Myths Exposed

The Centers for Disease Control and Prevention (CDC) recommends that everyone over the age of 6 months get a flu shot each year. Still, many people refrain because they wrongly believe one or more of the following myths.

Myth: The flu isn't so bad.

Fact: The flu can lead to serious illness, including hospitalization for pneumonia or other complications – even for healthy people. Plus, even without complications, a normal bout of the flu can keep a person out of work or school for several days.

Myth: The flu vaccine will make you sick.

Fact: The flu vaccine cannot give you the flu, although you may get side effects like a sore arm, low fever or achiness. Side effects are mild and short-lived, and definitely better than getting the flu.

Myth: Healthy people don't need a vaccine.

Fact: Anyone can become sick with the flu and experience serious complications, even people who are active and healthy. Plus, if you get the flu, you may be endangering those around you who are at a higher risk for complications.

Myth: You can still get the flu after getting the vaccine.

Fact: This one is partially true. There are a few reasons you might feel flu-like symptoms even if you've gotten the vaccine this year:

- You may have been exposed to a non-flu virus, such as the common cold.
- You may have been exposed to the flu after you got vaccinated but before the vaccine took effect. It takes about two weeks after you receive the vaccine for your body to build protection against the flu.
- You may have been exposed to a flu virus that was very different from the viruses included in this year's vaccine. The flu vaccine protects against the three

influenza viruses that are expected to be most prevalent each season, but there can be other flu viruses circulating as well.

Myth: It's too late in the season to get protection from a flu vaccine.

Fact: As long as the flu season isn't over, it's not too late to get vaccinated. Flu seasons can begin early in fall and last late into the spring, so getting a vaccine can still be beneficial into the spring months.

Myth: You only need to get vaccinated if family and



friends get sick from the flu.

Fact: If you wait until people around you get sick, it will probably be too late to protect yourself, because it takes about two weeks for the vaccine to provide full protection.

Myth: The discomfort of getting a shot isn't worth it.

Fact: Even for someone who hates shots, the very minor pain of a flu shot is nothing compared to the suffering that can be caused by the flu. Plus, many people can get the nasal-spray flu vaccine instead of getting a shot. Talk to your doctor about which is the best choice for you.

Myth: If you got the vaccine last year, you don't need to get another one.

Fact: Research suggests that your body's immunity from the flu vaccine declines throughout the year, so you likely don't have enough immunity left to be protected from getting sick this season. That's why the CDC recommends a flu vaccine each year.

Myth: The vaccine isn't safe.

Fact: Flu vaccines have been given for more than 50 years and have a very good safety track record. Flu vaccines are made the same way each year and their safety is closely monitored by the CDC and the Food and Drug Administration.

**Dean Health Plans
— Flu and Shingles
Update**

<http://www.deancare.com/wellness/flu-updates/>

**Get reimbursed up to \$26
for your flu vaccination.**

Your seasonal flu vaccine includes protection against H1N1. Only a single immunization will be required for protection from influenza.

The easiest way for Dean Health Plan members to receive the vaccine is to see your in-network Primary Care Provider. Simply make an appointment at your convenience and remember there is no charge for the vaccine when received from your doctor. Or get your flu shot from an out-of-network (non-Dean Health Plan) provider, pharmacy or retail location of your choice and submit a [Dean Flu Shot Claim Form](#) with a copy of your receipt to Dean Health Plan. Please submit one form per shot.

Shingles vaccinations are available to members age 60 and over when done in the doctor's office with a plan provider. Anyone not over 60 would require a prior authorization.

Contact Dean Customer Service at the toll-free number on the back of your member ID card for more information.

**Medical Associates
— Flu and Shingles
Update**

http://www.mahealthcare.com/Health_Wellness/preventive_health_vaccines.cfm

Only available from in-network providers. There is no charge for the vaccine when received from your in-network doctor.

If the Flu or Shingles vaccination is received in the office and administered by a nurse there would be no OV copay/charge. If it is given at the same time as a typical office visit (killing 2 birds with one stone) the OV copay/charge would apply, but no charge for the vaccination.

Shingles vaccinations are available when appropriate based on the members age.

Contact Medical Associates Customer Service at the toll-free number on the back of your member ID card for more information.

These are a summary of benefits please review your health insurance certificate for complete details and coverage.

Did You Know?

The CDC recommends that people get vaccinated against the flu as soon as vaccines become available in your community. Talk to your doctor or pharmacist to find out if vaccines are currently available in your community.

Vaccinations

R E D E U M N S N S D E S O P X E C
 E O T O S O Y L C A V I U I N E N V
 C T E T S J P T R E A L N P E L C S
 O M D A D E I M H E C N A R U S N I
 R H E P A T I T I S C P T N M E M U
 D S D I P H T H E R I A E N O E S E
 B E N E F I C I A L N E T O N T U P
 P L E O N C C L L O A N S I I C R O
 N G M S R V E O I D T L N T A O I I
 P N M E I F M T O O I G L N T L V I
 E I O T L A C C O C O M U E N P A M
 R H C U V E T V S C N S C V B O T M
 T S E I J O A S O M S T U E L U O U
 U D R N R C H C P O I P O R L I R N
 S U I T C O C O S O O T M P I O A I
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BENEFICIAL
 DIPHTHERIA
 DOCTOR
 DOSE
 EXPOSED
 FLU
 HEPATITIS
 IMMUNITY
 IMMUNIZATIONS

INFLUENZA
 INJECTION
 INSURANCE
 MEASLES
 MENINGOCOCCAL
 MUMPS
 MYTHS
 PAPILLOMAVIRUS
 PERTUSSIS

PHARMACY
 PNEUMOCOCCAL
 PNEUMONIA
 PREVENTION
 PROTECTION
 RECOMMENDED
 RECORD
 ROTAVIRUS
 RUBELLA

SEASON
 SHINGLES
 SHOT
 TETANUS
 VACCINATIONS
 VACCINE
 VIRUS

Mail Order Pharmacy *(Article submitted by TRICOR)*

Save Money! Save Gas! Save Time! We are all looking to save money and time. Consider using a mail order drug pharmacy for your qualifying maintenance prescription drugs. You generally only pay two months' worth of co-pays for a three month supply as an incentive to get you to use this service. The supplies are mailed right to your home address. Where do you start? Just call the member services phone number on the back of your health insurance ID card and ask for information. So take a few minutes to save yourself some time, gas and money! Even the call is free.



Dana's Desktop



Passwords *by Dana C. Andrews IT Technician*

The strength of a password is determined by:

- Length
- Avoidance of dictionary words
- Avoidance of relevant information (name, child's name, name of program/website)
- Avoidance of common patterns (a1b2c3d4)
- The combination of the following "character types"
 - ◊ lowercase letters
 - ◊ uppercase letters
 - ◊ numbers
 - ◊ special characters

Contents of a password are known as its "keyspace". Security of a keyspace is computed by the formula C^N , with C being the number of possible characters and N being the length of the password. An example such as 'password' (8 lower case letters) using the above formula would have the C in the formula equal to 26 (the number of all possible lowercase letters [a-z]) while the exponent N is 8 (there are 8 letters in the word 'password'). The result of 26^8 is approximately 208 billion.

So this means that for a hacker to perform a brute force attack (trying each combination) they would have to input up to 208 billion possible combinations. This may seem like a pretty secure number however, for example using a single common graphics card that can reach speeds of up to 8.2 billion passwords per second, it would take less than 26 seconds total time to break it. Using rainbow tables or statistical pattern assisted cracking, this time would be much less (much much less)!

An alternative method for data protection is to use passphrases instead of passwords. This method uses a long but easier to remember phrase instead of a cryptic password. An example of a passphrase could be, "He said she said, but who said what?" which would have a keyspace of 85^{36} or roughly around 2 duovigintillion (I swear it's a real word), whereas, the password 'gTdScin2#' (keyspace of 95^9) has roughly 630 quadrillion permutations.

Rainbow tables, dictionaries, and the like are gigantic lists of known nouns, verbs, passages, and phrases. Your children, significant other, mother's maiden, and street names are known as are many other common words (Hello1, Today123, Pa\$\$W0rd, etc). Dictionaries include medical, foreign languages, thesaurus, poetry, magazine articles, and many others. Using the title of a book or passage from the Bible will save the hacker a lot of time!

When you are making a password, one of the 'mixers' you can use is number substitution. Number 1 or! for the letter i, number 3 for E, @ for A, 0 for o, \$ for S, etc. Remember the longer the password/phrase, the generally harder it will be to break. I used to use; *!t m@y B m3, but m@yb3 1t'\$ k^0t.*



One last thought; If you use the same hard to break password everywhere (called reuse) you have to change it immediately once any one account gets hacked. One of the rainbow tables is passwords that have been hacked. Good luck remembering all the sites, programs, apps, bulletin boards, and social media websites!

To see a fascinating analysis of PIN numbers (the original password) and how easy we all are to figure out - <http://www.datagenetics.com/blog/september32012/index.html>



Service Anniversaries

(5 year increments)

Marshallene Gore (ADRC), 25 years on October 9th

Linda Orr (Social Services), 20 years on December 7th

Brenda Halverson (Fairgrounds), 15 years on October 27th

Amy Miller (Health), 15 years on December 15th

Roberta Muntz (Orchard Manor), 10 years on October 2nd

Lori Berntgen (Orchard Manor), 10 years on October 24th

Kathleen Udelhoven (Orchard Manor), 10 years on October 24th

Amanda Schnitzler (Orchard Manor), 10 years on December 3rd

Janice Blindert (Orchard Manor), 10 years on December 18th

Clark Thelemann (Social Services), 5 years on October 8th

Ronald Whitish (Highway), 5 years on November 19th

Elizabeth Schuler (Social Services), 5 years on November 26th

Judy Dressler (Orchard Manor), 5 years on December 4th

Tori Armstrong (Social Services), 5 years on December 10th

***Congratulations on reaching
these milestones! Thank you.***